

# EXHIBIT 1





## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Phoenix District Office  
3300 North Central Avenue, Suite 690  
Phoenix, AZ 85012  
(602) 661-0002  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DETERMINATION AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 02/26/2024

To: Michelle Mulligan  
2828 W. Tanner Ln.  
Phoenix, AZ 85017

Charge No: 540-2022-05045

EEOC Representative and email: JEREMY YUBETA  
Enforcement Supervisor  
[jeremy.yubeta@eeoc.gov](mailto:jeremy.yubeta@eeoc.gov)

---

### **DETERMINATION OF CHARGE**

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign in to the EEOC Public Portal and upload the court complaint to charge 540-2022-05045.

On behalf of the Commission,

A handwritten signature in black ink, appearing to read "m.l.c.", is written over a horizontal line.

For, Rayford O. Irvin  
Acting District Director